

**ARLINGTON PUBLIC SCHOOLS**  
School Board Meeting Minutes  
March 10, 2022

The Arlington School Board convened on Thursday, March 10, 2022, at 7 PM at 2110 Washington Blvd., Arlington, Virginia.<sup>1</sup>

**Present were:**

Barbara Kanninen, Chair  
Reid Goldstein, Vice Chair  
Cristina Diaz-Torres, Member  
Mary Kadera, Member  
David Priddy, Member  
Claudia Mercado, Clerk  
Carmen Mejia, Deputy Clerk

**Also present were:**

Dr. Francisco Durán, Superintendent  
Catherine Ashby, Assistant Superintendent, School and Community Relations  
Kimberley Graves, Chief of School Support  
Bridget Loft, Chief Academic Officer  
Dr. John Mayo, Chief Operating Officer  
Jason Ottley, Chief Diversity, Equity & Inclusion Officer  
Christine Smith, Legal Counsel  
Brian Stockton, Chief of Staff

**A. CLOSED MEETING - NONE**

**B. REGULAR MEETING OPENING (7 PM):**

1. Call to Order
2. Presentation of Colors: Arlington Career Center AF JROTC Cadets Corps

**C. CONSENT ITEMS (7:03 PM):**

*Ms. Diaz-Torres moved for adoption of the consent agenda, seconded by Mr. David Priddy. The motion was adopted in a vote of 5 – 0, with Ms. Diaz-Torres, Mr. Goldstein, Ms. Kadera, Dr. Kanninen, and Mr. Priddy voting affirmatively.*

Dr. Kanninen announced that under consent, the Board appointed Mr. Mark McLaughlin as the Director of Finance.

1. Minutes

1. [C-1-a Minutes for the October 28, 2021 Closed Meeting and School Board Meeting](#)
2. [C-1-b Minutes for the November 3, 2021 Work Session on the Proposed Boundary Adjustments and Immersion Feeders for SY 2022-2023](#)
3. [C-1-c Minutes for the November 6, 2021 School Board – Cabinet Retreat on Equity](#)
4. [C-1-d Minutes for the November 9, 2021 Work Session #1 with the Advisory Council on Teaching and Learning \(ACTL\)](#)
5. [C-1-e Minutes for the November 16, 2021 Closed Meeting and School Board Meeting](#)

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6. [C-1-f Minutes for the November 30, 2021 School Board Meeting and Public Hearing on the Proposed Adjustments to Boundaries](#)
7. [C-1-g Minutes for the December 1, 2021 School Board Legislative Virtual Meeting](#)
8. [C-1-h Minutes for the December 2, 2021 School Board Meeting](#)
9. [C-1-i Minutes for the December 7, 2021 Virtual Policy Subcommittee Meeting](#)
10. [C-1-j Minutes for the December 8, 2021 Virtual Policy Subcommittee Meeting](#)
11. [C-1-k Minutes for the December 9, 2021 Closed Meeting](#)
12. [C-1-l Minutes for the December 9, 2021 Work Session on the Compensation Study](#)
13. [C-1-m Minutes for the December 14, 2021 Closed Meeting](#)
14. [C-1-n Minutes for the December 14, 2021 Work Session on Gifted Services and Program of Studies](#)

## 2. Personnel Actions

### P/E-SCALE PERSONNEL

- 3 Appointments
- 1 Resignation

### T-SCALE PERSONNEL

- 9 Appointments
- 2 Changes In Position/Salary
- 7 Resignations
- 1 Resignation With Prejudice
- 2 Retirements

### A-SCALE PERSONNEL

- 9 Appointments
- 2 Changes In Position/Salary
- 5 Resignations
- 1 Resignation With Prejudice
- 2 Retirements
- 1 Suspension Without Pay

### SUPPORT SERVICES PERSONNEL

- 6 Appointments
- 5 Changes In Position/Salary
- 3 Resignations
- 1 Retirement
- 1 Termination

## **D. ANNOUNCEMENTS (7:04 PM):**

### 1. Board Announcements:

- March 15, 2022 – Closed Meeting, 5:30 PM, School Board Conference Room
- March 15, 2022 – Budget Work Session #3, 6:30 PM, Board Room

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March 22, 2022 – Budget Work Session #4, 6:30 PM, Board Room  
 March 23, 2022 – Virtual Policy Subcommittee Meeting, 8:30 AM  
 March 11, 2022 -- Honor Citizens Applications will be posted on the School Board Website

Mr. Priddy, Mr. Goldstein, and Ms. Kadera shared announcements from their liaison schools.

## 2. Superintendent's Announcements and Updates

Dr. Durán began by acknowledging the crisis in Ukraine. He extended his solidarity and support for families and military personnel affected by the situation. He thanked the Office of Academics, Ms. Loft, and the Social Studies Office for providing guidance to teachers and families on how to discuss the troubling situation and providing age-appropriate resources. The Superintendent spoke about Social Worker Appreciation Week, and he announced that March was Women's History Month, and the Virginia School Board Association's Equity in Education Month. He provided information on the Your Voice Matters Survey available to families and staff on the APS website to provide insight to APS on topics such as school climate, student well-being, and employee and family engagement.

Dr. Durán then shared updates on the mask guidelines, the Pre-K Application process, and the Bell Study Project. In addition, the Superintendent explained the goals of the School and Law Enforcement Memorandum of Understanding (MOU) and shared the budget schedule for FY 2023. In his announcements, Dr. Durán also included secondary mathematics highlights. He concluded by applauding the accomplishments of the Scholastic Award Winners.

Mr. Priddy reiterated the importance of the Your Voice Matters Survey.

## E. PUBLIC COMMENT ON AGENDA AND NON-AGENDA ITEMS (7:43 PM):

The following speakers addressed the Board:

Symone Walker, NAACP Education Committee, opposing revisions to School Board Policies J- 5.4 Leaving School Grounds, J-6.3.6 Prohibited Substance Use, J-6.3.8 No Tobacco Policy, J-6.7 Search and Seizure, J-7.4 Student Code of Conduct, K-7.3 No Smoking Policy, M-1 Reporting Serious Incidents

Stephanie Foster, parent, Yorktown High School, requesting transparency on COVID-19 reporting policy

Jed Bobier, concerns about the Virtual Learning Program Job Fair

Sherrice Kerns, parent, Wakefield High School and Co-Chair, NAACP Education Committee, community engagement related to revisions to School Board Policies J- 5.4 Leaving School Grounds, J-6.3.6 Prohibited Substance Use, J-6.3.8 No Tobacco Policy, J-6.7 Search and Seizure, J-7.4 Student Code of Conduct, K-7.3 No Smoking Policy, M-1 Reporting Serious Incidents

Nathaniel C. Green, opposing Governor Youngkin's ban on Critical Race Theory

Joshua Folb, encouraging better compensation and advocating teacher planning time

David Rosenblatt, Chair, Arlington Special Education Advisory Committee (ASEAC) and parent, Alice West Fleet Elementary, accommodations and guidance for mask use for students with disabilities

Charles Smith, Transportation Services, concerns about compensation and supporting the One-Time Employee Bonus Payment

Todd Truitt, Arlington Parents for Education, supporting increasing compensation for teachers and additional funding to address learning loss

Shana Robertson, parent, Wakefield High School and Gunston Middle School, expressing concerns about disrespectful students

Ingrid Gant, supporting the One-Time Employee Bonus Payment and advocating to include hourly employees who may not receive bonus because of their hours worked

## F. MONITORING ITEMS (8:10 PM):

### 1. English Learners Update

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Terry Murphy, Director of the English Language Office, presented information about the English Language Office that included staffing, student population breakdown, and the new policy and PIP I-7.2.6, approved on January 20, 2022. Ms. Murphy reported on the Department of Justice settlement agreement and compliance summary. She then reviewed the Fall 2021 assessments and English learner's performance at the state and local level. Ms. Murphy also shared areas of opportunities to advance the work of the English Language Office and its alignment with the goals of the Strategic Plan. She ended her presentation by sharing the English Learners Strategic Five-Year Plan aimed at maintaining the English Language Office's accountability and staying on track with its mission and vision.

The Board discussed learning loss, student proficiency data and the pandemic's effects on student performance. The Board inquired about professional learning for the Bilingual Family Liaisons and bringing back some old programs that are valuable resources for parents. Ms. Diaz-Torres noted that programs that support parent growth are needed at APS to create a significant impact. The Board also discussed Dually Identified Students (English learners and students with disabilities) and the need for more training to identify these students correctly.

## **G. ACTION ITEMS (8:59 PM):**

### **1. Changes to the Dual Language Immersion (DLI) Program Model**

Ms. Loft presented the DLI visioning four-year plan and the work completed to date. She also presented the Superintendent's recommendation to realign the existing DLI program from a 50/50 partial immersion program to an 80/20 early full immersion program starting in the fall of school year 2023-2024 with grades K and 1. The implementation across grades K-5 would occur over a four-year period.

The Board inquired about the effectiveness of the proposed model including what indicators will be used for proficiency and assessment. Ms. Elisabeth Harrington, Supervisor of World Languages, provided information on the literacy structure of DLI.

*Ms. Kadera moved that the School Board approve the Superintendent's Dual Language Immersion Program to realign the existing DLI program 50/50 partial immersion program to an 80/20 full immersion program, seconded by Mr. Priddy.*

Ms. Kadera and Ms. Diaz-Torres appreciated the hard work done by all involved. Dr. Kanninen commented on the correspondence received on this matter by both parents and staff.

Dr. Kanninen called for a vote, and the motion was adopted in a vote of 5 - 0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Ms. Kadera – Aye; Dr. Kanninen – Aye; and Mr. Priddy – Aye

### **2. One-Time Employee Bonus Payment**

*Mr. Goldstein moved that the School Board approve the issuance of a one-time bonus on April 5, 2022, in the amount of \$1000 pre-tax, for eligible full-time staff and prorated amounts for part-time and hourly employees, to include extended-day, food-service, daily school-based substitutes, and transportation training employees. Employees hired on or before February 1, 2022, would be eligible for the one-time bonus. Funding of \$5,596,000 will come from the projected \$13.9 M closeout savings from FY 2022, seconded by Ms. Cristina Diaz-Torres.*

The Board expressed their delight about being able to extend this bonus to employees using closeout funds and investing in employees.

Dr. Kanninen called for a vote, and the motion was adopted in a vote of 5 - 0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Ms. Kadera – Aye; Dr. Kanninen – Aye; and Mr. Priddy – Aye

Dr. Kanninen thanked Dr. Durán, Ms. Peterson, and Dr. Mayo for their work on this item.

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### 3. Fall 2022 Elementary Boundary Process Update

In the School Board's December 3, 2020 motion on elementary boundaries, the Board included direction to the Superintendent to "undertake a countywide process to manage elementary school enrollment in SY 2022-23 that will take effect in SY 2023-24 and will include boundary changes and other tools.

*Mr. Priddy moved that the School Board rescind this direction. Instead, the Board asks the Superintendent to gage, in October 2022, whether on September 30, if enrollment at any school significantly exceeds its capacity to the extent that it cannot be managed in SY 23-24 via other means, to bring a recommendation for small boundary adjustments at that time, seconded by Ms. Kadera.*

Expressing that the projections were speculative, Mr. Goldstein stated that he disagreed with the motion and argued that the right time for this consideration would be after the September 30 enrollment. On the other hand, Dr. Kanninen disagreed and explained that the data was showing there was no elementary school overcapacity, which was a different reality from when she first started on the Board. Ms. Kadera shared her concerns about demographics within the school system.

Dr. Kanninen called for a vote, and the motion was adopted in a vote of 4 - 1. The voting record is as follows: Ms. Diaz Torres – Aye; Mr. Goldstein – Nay; Ms. Kadera– Aye; Dr. Kanninen – Aye; and Mr. Priddy – Aye

### 4. Revisions to School Board Policies J- 5.4 Leaving School Grounds, J-6.3.6 Prohibited Substance Use, J-6.3.8 No Tobacco Policy, J-6.7 Search and Seizure, J-7.4 Student Code of Conduct, K-7.3 No Smoking Policy, M-1 Reporting Serious Incidents

Ms. Kadera had questions and concerns regarding the policy revision and the language of a few of the policies and requested some clarification. Dr. Allen gave some examples to try clarifying the policy's language and the actions taken regarding the student handbook.

*Ms. Diaz-Torres moved that the Board adopt the proposed revisions to School Board Policies J- 5.4 Leaving School Grounds, J-6.3.6 Prohibited Substance Use, J-6.3.8 No Tobacco Policy, J-6.7 Search and Seizure, J-7.4 Student Code of Conduct, K-7.3 No Smoking Policy, M-1 Reporting Serious Incidents, seconded by Mr. Priddy.*

Ms. Diaz-Torres spoke about the lengthy work in progress since 2017 to accomplish some of the work related to the policies. Dr. Kanninen recognized Ms. Cintia Johnson, former Interim Superintendent, who was part of the initial stages of this work.

Dr. Kanninen called for a vote, and the motion was adopted in a vote of 5-0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Ms. Kadera– Aye; Dr. Kanninen – Aye; and Mr. Priddy – Aye

Dr. Kanninen thanked Dr. Allen and Dr. Durán for their leadership. She also thanked the community for their engagement and support. She wanted to share that the Superintendent had the policy implementation procedures associated with the policies ready for approval.

## H. INFORMATION ITEMS (9:42 PM):

### 1. Revisions to School Board Policy B-3.7.30 Legal Representation

Mr. Stockton presented the revisions to School Board Policy B-3.7.30 Legal Representation which included updating language no longer relevant and adding a conflict-of-interest clause. Mr. Goldstein sought clarification on the conflict of interest and Ms. Smith provided some examples for better understanding.

### 2. Revisions to School Board Policies I-1.32 Standards and Requirements, I-6 Curriculum, and I-7.2.1 Special Education Programs and Services

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Ms. Loft presented revisions to update the policies to reflect the new organizational structure, references related to the Virginia and Federal law, and their alignment to Policy Implementation Procedures (PIPs).

3. Revisions to School Board Policy J-6.8.1 Student Safety – Bullying/Harassment Prevention

Ms. Newton, Director of Student Services, provided an update on the policy revision process since 2019 and shared the feedback they received from the community. She presented the recommended revisions to define terms to align with the code of Virginia and add language related to inclusion.

Speaking on the new dynamics in the state government, Ms. Diaz-Torres inquired about the definition of Bullying/Cyberbullying as defined the Code of Virginia and how APS would respond to ensure the definition mirrors APS values. Dr. Durán stated the code should always be referenced and that any changes would need to be brought forth to the policy committee for consideration. Dr. Kanninen expressed gratitude for the extensive timeline to finalize the policy. She also thanked the School Board Subcommittee members Ms. Diaz-Torres and Mr. Goldstein for their work.

**I. NEW BUSINESS:**

**J. ADJOURNMENT**

The meeting was adjourned at 9:58 PM.

**ATTEST:**

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Carmen Mejia, Deputy Clerk  
Arlington School Board

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Barbara Kanninen, Chair  
Arlington School Board

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